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ABSTRACT

Through its annual salary survey, the Illinois Community College Board gathers data about compensation received by employees in the 50 public community colleges in the state. This report contains data for fiscal year (FY) 1993 on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload and summer term; salary schedules for full-time faculty with a master's degree; and institutional policies related to faculty salaries and contracts. Also, information is presented on contractual base salaries for non-teaching professional and administrative staff for FY 1993, salaries paid to selected administrators, a summary of FY 1993 monthly classified staff salaries, and FY 1992 fringe benefits for all full-time employees. Finally, the report provides FY 1993 mean percentage salary increases for all employees, the average total salary actually paid in FY 1992, and average salaries and increases from 1989 through 1993. Highlighted findings include the following: (1) FY 1992 average total salaries paid to full-time employees (including all overloads and compensation) were $48,951 for faculty, $49,978 for administrators, and $31,764 for other (non-teaching) professionals; (2) average contractual base salaries for FY 1993 were $44,065 for faculty, $50,801 for administrators, and $41,782 for other (non-teaching) professionals; and (3) FY 1993 salary rates per credit hour were $349 for part-time faculty, $478 for full-time faculty overload, and $546 for full-time faculty summer term. Detailed data tables with comparative information for the different institutions in the system are provided. (PAA)

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Fall 1992 Salary Survey Report

for the Illinois Public Community Colleges

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HIGHLIGHTS OF THE FALL 1992 SALARY SURVEY REPORT

1. Fiscal Year 1992 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1991 and June 30, 1992.

Faculty (9 and 12 month)	$48,951
Administrative (12 month)	$49,978
Other (Nonteaching) Professional (9 and 12 month)	$31,764

2. Fiscal Year 1992 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 4,209
Administrative (12 month)	$ 4,912
Other (Nonteaching) Professional (9 month)	$ 4,071
Classified (12 month)	$ 4,143

3. Fiscal Year 1993 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$44,065
Administrative (12 month)	$50,801
Other (Nonteaching) Professional (9 month)	$41,782

4. Fiscal Year 1993 Weighted Average Salary Increases.

Faculty (9 month)	5.8%
Administrative (12 month)	5.2%
Other (Nonteaching) Professional (9 month)	5.7%
Classified (12 month)	5.6%

5. Fiscal Year 1993 Average Salary Rates.

Part-Time Faculty Rate	$349/credit hour
Full-Time Faculty Overload Rate	$478/credit hour
Full-Time Faculty Summer Rate	$546/credit hour

6. Fiscal Year 1993 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$24,428
Master's Degree, Plus Zero Hours (5 Years Experience)	$28,433
Master's Degree, Maximum Hours (5 Years Experience)	$34,054
Master's Degree, Maximum Hours (Maximum Experience)	$50,831

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FALL 1992 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 50 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (nonteaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1992 total salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Three colleges (DuPage, Triton, and State Community College) were unable to provide fiscal year 1993 contractual data for this survey. In addition, Spoon River and Lake Land were unable to provide fiscal year 1993 data relating to classified salaries.

Section I

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1993.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data. The statewide median figure reported is an average of individual medians reported.

Table 1

SUMMARY OF FISCAL YEAR 1993 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Low Faculty Salaries	$19,971	$32,712	$25,026
Average Faculty Salaries	$23,776	$57,678	$44,065
High Faculty Salaries	$26,000	$77,827	$52,640
Median Faculty Salaries	$24,480	$60,503	$40,427

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Table 2

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1993 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	104	$27,800	$44,692	$57,554	$47,802
503	BLACK HAWK	143	23,854	39,398	52,951	38,913
508	CHICAGO	1,016	24,115	50,027	70,311	52,262
507	DANVILLE	53	20,100	32,610	42,454	32,809
502	DUPAGE	DNA	DNA	DNA	DNA	DNA
509	ELGIN	101	28,969	49,824	62,009	50,151
512	HARPER	193	28,333	51,783	68,000	56,290
540	HEARTLAND	--	--	--	--	--
519	HIGHLAND	49	20,350	37,546	49,608	34,979
514	ILLINOIS CENTRAL	177	24,120	39,703	53,390	40,670
529	ILLINOIS EASTERN	98	21,953	30,486	40,286	30,988
513	ILLINOIS VALLEY	69	23,730	37,712	46,108	34,919
525	JOLIET	147	27,453	44,799	73,702	43,463
520	KANKAKEE	50	23,086	35,417	47,512	36,081
501	KASKASKIA	55	20,583	36,928	47,928	38,011
523	KISHWAUKEE	69	22,386	33,009	49,018	31,553
532	LAKE COUNTY	159	32,712	57,678	67,341	60,503
517	LAKE LAND	91	23,723	33,334	45,307	33,533
536	LEWIS & CLARK	78	26,590	41,174	53,148	42,560
526	LINCOLN LAND	110	25,766	43,964	52,148	45,048
530	LOGAN	83	28,352	38,666	50,241	37,959
528	MC HENRY	62	26,871	39,652	54,756	40,560
524	MORAINE VALLEY	162	23,621	44,061	61,874	44,395
527	MORTON	53	29,717	47,317	56,147	47,954
535	OAKTON	131	30,250	52,514	77,827	54,074
505	PARKLAND	142	24,750	41,486	56,137	41,689
515	PRAIRIE STATE	89	26,135	41,225	54,098	41,456
521	REND LAKE	44	27,030	34,739	45,470	33,830
537	RICHLAND	44	22,703	36,945	44,852	38,748
511	ROCK VALLEY	132	26,946	42,184	53,496	42,876
518	SANDBURG	52	19,971	33,184	43,267	32,986
506	SAUK VALLEY	54	22,119	35,299	46,750	34,721
531	SHAWNEE	32	21,292	32,789	45,094	31,370
510	SOUTH SUBURBAN	111	26,839	46,659	60,671	47,377
533	SOUTHEASTERN	48	25,840	32,562	46,091	36,518
534	SPOON RIVER	34	23,257	33,261	41,609	32,973
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	DNA	DNA	DNA	DNA	DNA
516	WAUBONSEE	63	28,168	40,268	51,878	40,874
539	WOOD	11	21,468	23,776	26,000	24,480
	TOTAL/AVERAGES	4,109	$25,026	$44,065	$52,640	$40,427

DNA = Data Not Available
-- = Not Applicable

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Table 3

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1993 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	6	$36,418	$47,998	$69,591	$43,105
503	BLACK HAWK	2	33,703	36,814	39,925	36,814
508	CHICAGO	--	--	--	--	--
507	DANVILLE	7	24,360	26,631	30,954	26,078
502	DUPAGE	DNA	DNA	DNA	DNA	DNA
509	ELGIN	--	--	--	--	--
512	HARPER	1	65,422	65,422	65,422	65,422
540	HEARTLAND	10	29,000	34,325	40,250	32,750
519	HIGHLAND	--	--	--	--	--
514	ILLINOIS CENTRAL	--	--	--	--	--
529	ILLINOIS EASTERN	13	26,974	32,968	35,632	35,632
513	ILLINOIS VALLEY	--	--	--	--	--
525	JOLIET	--	--	--	--	--
520	KANKAKEE	4	41,105	47,780	55,460	49,242
501	KASKASKIA	--	--	--	--	--
523	KISHWAUKEE	--	--	--	--	--
532	LAKE COUNTY	--	--	--	--	--
517	LAKE LAND	7	30,461	36,243	44,597	36,412
536	LEWIS & CLARK	--	--	--	--	--
526	LINCOLN LAND	--	--	--	--	--
530	LOGAN	--	--	--	--	--
528	MC HENRY	--	--	--	--	--
524	MORAINE VALLEY	21	36,857	54,336	72,343	52,887
527	MORTON	--	--	--	--	--
535	OAKTON	--	--	--	--	--
505	PARKLAND	--	--	--	--	--
515	PRAIRIE STATE	--	--	--	--	--
521	REND LAKE	14	38,027	48,372	60,437	47,715
537	RICHLAND	--	--	--	--	--
511	ROCK VALLEY	7	27,034	28,380	29,834	28,399
518	SANDBURG	--	--	--	--	--
506	SAUK VALLEY	--	--	--	--	--
531	SHAWNEE	1	28,550	28,550	28,550	28,550
510	SOUTH SUBURBAN	--	--	--	--	--
533	SOUTHEASTERN	1	29,487	29,487	29,487	29,487
534	SPOON RIVER	--	--	--	--	--
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	DNA	DNA	DNA	DNA	DNA
516	WAUBONSEE	--	--	--	--	--
539	WOOD	31	20,112	30,435	49,144	29,646
	TOTAL/AVERAGES	125	$33,394	$38,199	$46,545	$38,724

DNA = Data Not Available
-- = Not Applicable

Section II

FISCAL YEAR 1993 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1993.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1993 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Average	Highest
Overload Rates (Full-time Faculty)	$236	$478	$1,108
Summer Term Rates (Full-time Faculty)	$280	$546	$1,116
Part-time Faculty Rates	$236	$349	$ 508

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Table 5

FISCAL YEAR 1993 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
			Overload Rate for Academic Year	Rate for Summer Term
522	BELLEVILLE	$358	$670	$668
503	BLACK HAWK	340	525	460
508	CHICAGO	DNA	DNA	DNA
507	DANVILLE	315	370	400
502	DUPAGE	DNA	DNA	DNA
509	ELGIN	350	450	550
512	HARPER	450	470	614
540	HEARTLAND	400	--	--
519	HIGHLAND	293	604	604
514	ILLINOIS CENTRAL	357	450	1,116
529	ILLINOIS EASTERN	236	236	375
513	ILLINOIS VALLEY	381	350	475
525	JOLIET	328	390	390
520	KANKAKEE	320	412	416
501	KASKASKIA	270	407	407
523	KISHWAUKEE	256	620	620
532	LAKE COUNTY	402	420	420
517	LAKE LAND	300	325	325
536	LEWIS & CLARK	340	350	350
526	LINCOLN LAND	391	602	621
530	LOGAN	336	419	505
528	MC HENRY	350	350	350
524	MORAINE VALLEY	297	719	969
527	MORTON	320	320	320
535	OAKTON	508	500	500
505	PARKLAND	460	460	665
515	PRAIRIE STATE	300	280	280
521	REND LAKE	380	450	550
537	RICHLAND	400	471	684
511	ROCK VALLEY	359	540	696
518	SANDBURG	318	290	390
506	SAUK VALLEY	300	325	350
531	SHAWNEE	250	400	300
510	SOUTH SUBURBAN	307	753	753
533	SOUTHEASTERN	270	415	465
534	SPOON RIVER	285	1,108	1,108
601	STATE COMM. COLL.	375	425	425
504	TRITON	300	506	646
516	WAUBONSEE	345	457	521
539	WOOD	375	375	375
	AVERAGES	$349	$478	$546

DNA = Data Not Available
-- = Not Applicable

Section III

SALARIES BASED ON FISCAL YEAR 1993 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1993 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1993 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1993 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	District Range High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$20,593	$31,006	$24,428
Master's Degree, Plus Zero Hours (5 Years Experience)	$24,000	$38,411	$28,433
Master's Degree, Maximum Hours (5 Years Experience)	$26,185	$47,585	$34,054
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	$30,500	$73,474	$51,729

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1993

		Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
522	BELLEVILLE	$27,647	$30,617	$33,475	$47,682
503	BLACK HAWK	22,086	25,764	31,963	47,704
508	CHICAGO	24,328	29,010	32,202	73,474
507	DANVILLE	20,954	--	--	44,954
502	DUPAGE	DNA	DNA	DNA	DNA
509	ELGIN	DNA	DNA	DNA	DNA
512	HARPER	27,455	30,176	41,604	68,000
540	HEARTLAND	--	--	--	--
519	HIGHLAND	24,152	29,296	35,986	48,280
514	ILLINOIS CENTRAL	24,120	--	--	53,400
529	ILLINOIS EASTERN	20,785	--	--	39,657
513	ILLINOIS VALLEY	24,777	26,872	31,793	45,057
525	JOLIET	27,598	28,528	32,958	57,576
520	KANKAKEE	21,760	25,844	31,443	50,897
501	KASKASKIA	20,593	24,388	29,771	47,228
523	KISHWAUKEE	--	--	--	--
532	LAKE COUNTY	31,006	38,411	47,585	63,830
517	LAKE LAND	22,634	25,259	26,185	--
536	LEWIS & CLARK	26,590	28,844	31,792	47,498
526	LINCOLN LAND	22,025	25,766	29,828	49,665
530	LOGAN	26,309	30,034	34,834	50,241
528	MC HENRY	25,350	31,434	41,321	61,094
524	MORAINE VALLEY	22,156	25,139	36,159	60,441
527	MORTON	28,700	34,755	38,244	53,928
535	OAKTON	27,803	30,250	39,650	65,939
505	PARKLAND	23,500	25,500	28,000	53,932
515	PRAIRIE STATE	22,535	27,129	32,876	53,417
521	REND LAKE	25,950	28,650	32,710	44,890
537	RICHLAND	21,830	26,196	31,654	44,752
511	ROCK VALLEY	26,946	31,194	35,442	51,372
518	SANDBURG	--	--	--	--
506	SAUK VALLEY	21,433	24,176	35,631	50,794
531	SHAWNEE	23,660	26,985	31,129	45,094
510	SOUTH SUBURBAN	25,683	30,335	36,907	58,338
533	SOUTHEASTERN	25,177	29,008	32,101	45,576
534	SPOON RIVER	21,098	25,416	29,734	41,609
601	STATE COMM. COLL.	22,000	24,000	28,000	34,000
504	TRITON	23,759	30,321	37,360	55,940
516	WAUBONSEE	28,168	32,139	37,345	50,802
539	WOOD	--	--	--	--
	AVERAGES	$24,428	$28,433	$34,054	$51,729

DNA = Data Not Available
-- = Not Applicable

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1993

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 40 community college districts in Illinois reporting, 14 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-four public community college districts reported that they have master contracts with the faculty and two districts are in the process of negotiating the current contract.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1993

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	21	31	29.6
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	13	25	15.9
Average Weekly Office/Academic Advising Hours	4	15	7.3
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	35.5

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1993

		Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Professional Rank	Length of Academic Year	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
522	BELLEVILLE	30	15	10	No	36	Yes	No	1	Yes	Yes	IFT/AFT, AAUP
503	BLACK HAWK	30	25	5	Yes	32	Yes	Yes	3	Yes	Yes	IFT/AFT
508	CHICAGO	25	13	4	Yes	36	Yes	Yes	4	Yes	Yes	CCTU
507	DANVILLE	30	20	10	No	35	Yes	No	1	Yes	Yes	IEA/NEA
502	DUPAGE	30	15	10	Yes	39	DNA	DNA	DNA	DNA	Yes	IEA/NEA
509	ELGIN	31	15	10	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
512	HARPER	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	CCTU
540	HEARTLAND	21	10	10	No	32	No	--	--	No	No	--
519	HIGHLAND	30	16	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
514	ILLINOIS CENTRAL	27	16	5	Yes	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
529	ILLINOIS EASTERN	30	DNA	5	No	39	Yes	Yes	5	Yes	Yes	IEA/NEA
513	ILLINOIS VALLEY	30	15	10	Yes	36	Yes	Yes	3	Yes	Yes	IFT/AFT
525	JOLIET	30	18	7	No	44	Yes	Yes	3	Yes	Yes	IFT/AFT
520	KANKAKEE	31	16	8	No	40	Yes	Yes	3	Yes	Yes	IFT/AFT
501	KASKASKIA	30	20	5	No	32	Yes	Yes	3	Yes	Yes	IFT/AFT
523	KISHWAUKEE	30	17	5	No	34	Yes	Yes	3	No	Yes	IFT/AFT
532	LAKE COUNTY	30	15	10	Yes	34	Yes	Yes	3	Yes	Yes	IFT/AFT
517	LAKE LAND	30	15	5	No	35	Yes	Yes	2	Yes	Yes	IFT/AFT
536	LEWIS & CLARK	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
526	LINCOLN LAND	25	16	6	No	34	Yes	Yes	3	Yes	Yes	IFT/AFT
530	LOGAN	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA/NEA
528	MC HENRY	30	15	5	No	30	Yes	Yes	2	Yes	Yes	IEA/NEA
524	MORAINE VALLEY	30	DNA	4	Yes	34	Yes	Yes	3	Yes	Yes	IFT/AFT
527	MORTON	30	15	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
535	OAKTON	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
505	PARKLAND	31	16	5	No	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
515	PRAIRIE STATE	30	15	5	No	34	Yes	Yes	2	Yes	Yes	IFT/AFT
521	REND LAKE	31	18	5	No	36	No	--	--	Yes	Yes	IFT/AFT
537	RICHLAND	30	17	5	Yes	32	Yes	No	1	Yes	Yes	IFT/AFT
511	ROCK VALLEY	30	15	7.5	No	33	No	--	--	Yes	No	--
518	SANDBURG	30	15	5	Yes	32	Yes	Yes	2	Yes	Yes	Faculty Assn.
506	SAUK VALLEY	30	15	7	Yes	35	Yes	No	1	Yes	Yes	IEA/NEA
531	SHAWNEE	30	15	10	No	39	Yes	Yes	3	Yes	Yes	IEA/NEA
510	SOUTH SUBURBAN	30	15	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
533	SOUTHEASTERN	30	15	15	No	39	Yes	Yes	2	Yes	Yes	IEA/NEA
534	SPOON RIVER	30	18	8	No	39	Yes	Yes	2	Yes	Yes	IEA/NEA
601	STATE COMM. COLL.	30	15	10	No	36	Yes	Yes	1	Yes	Yes	IFT/AFT
504	TRITON	30	DNA	5	No	30	DNA	DNA	DNA	Yes	Yes	IFT/AFT
516	WAUBONSEE	30	16	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
539	WOOD	31	17	10	No	52	No	--	--	No	No	--
	AVERAGES/TOTALS	29.8	15.9	7.3	N=26 Y=14	35.5	N=4 Y=34 DNA=2	N=4 Y=30 DNA=2 NA=4	1=5 2=9 3=18 4=1 5=1 DNA=2 NA=4	Y=36 N=3 DNA=1	Y=37 N=3	IEA/NEA=11 IFT/AFT=20 Fac. Assn.=3 IFT/AFT/AAUP=1 CCTU=2 NA=3

DNA = Data Not Available
-- = Not Applicable

Section V

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1993 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as nonteaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $41,782. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $29,715.

Table 10

SUMMARY OF FISCAL YEAR 1993 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$11,730	$47,954	$29,580
Lowest Salaries (12 month)	$10,544	$39,745	$22,800
Average Salaries (9 month)	$14,700	$58,648	$41,782
Average Salaries (12 month)	$22,716	$50,949	$29,715
Highest Salaries (9 month)	$14,700	$72,734	$49,737
Highest Salaries (12 month)	$27,150	$64,279	$45,361
Median Salaries (9 month)	$14,700	$63,830	$40,159
Median Salaries (12 month)	$20,934	$51,683	$30,904

Illinois Community College Board

Table 11

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MOS.)

		Number Of Staff	Range of FY 1993 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	4	29,128	42,204	47,802	45,943
503	BLACK HAWK	8	31,475	38,544	43,493	37,540
508	CHICAGO	--	--	--	--	--
507	DANVILLE	6	21,281	30,023	38,222	31,457
502	DUPAGE	DNA	DNA	DNA	DNA	DNA
509	ELGIN	9	32,283	45,295	62,009	40,017
512	HARPER	25	28,333	45,602	68,000	44,309
540	HEARTLAND	--	--	--	--	--
519	HIGHLAND	--	--	--	--	--
514	ILLINOIS CENTRAL	6	32,535	43,368	52,290	45,280
529	ILLINOIS EASTERN	1	14,700	14,700	14,700	14,700
513	ILLINOIS VALLEY	4	45,057	45,057	45,057	45,057
525	JOLIET	11	23,000	43,823	67,585	47,154
520	KANKAKEE	--	--	--	--	--
501	KASKASKIA	5	21,352	34,873	47,928	31,998
523	KISHWAUKEE	8	17,200	26,788	33,991	27,684
532	LAKE COUNTY	18	32,712	58,648	67,341	63,830
517	LAKE LAND	11	17,723	26,786	42,720	25,378
536	LEWIS & CLARK	--	--	--	--	--
526	LINCOLN LAND	6	42,903	49,385	52,148	50,907
530	LOGAN	--	--	--	--	--
528	MC HENRY	9	25,350	40,306	47,404	44,109
524	MORAINE VALLEY	17	17,639	35,594	53,930	31,367
527	MORTON	4	47,954	51,491	54,128	51,942
535	OAKTON	22	32,367	54,672	72,734	57,859
505	PARKLAND	11	20,343	32,230	50,318	26,513
515	PRAIRIE STATE	5	39,483	46,250	53,417	45,131
521	REND LAKE	3	11,730	19,635	30,090	17,085
537	RICHLAND	--	--	--	--	--
511	ROCK VALLEY	5	45,000	53,428	59,440	58,260
518	SANDBURG	3	25,921	28,821	30,271	30,271
506	SAUK VALLEY	3	27,739	34,685	42,707	33,610
531	SHAWNEE	--	--	--	--	--
510	SOUTH SUBURBAN	12	30,335	42,384	56,094	41,185
533	SOUTHEASTERN	7	20,517	25,254	31,364	28,713
534	SPOON RIVER	1	34,052	34,052	34,052	34,052
601	STATE COMM. COLL.	--	--	--	--	--
504	TRITON	DNA	DNA	DNA	DNA	DNA
516	WAUBONSEE	4	30,551	37,580	43,673	32,933
539	WOOD	--	--	--	--	--
	TOTAL/AVERAGES	228	$29,580	$41,782	$49,737	$40,159

DNA = Data Not Available
-- = Not Applicable

Illinois Community College Board

Table 12

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MOS.)

		Number Of Staff	Range of FY 1993 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	7	39,745	50,949	64,279	51,108
503	BLACK HAWK	3	37,540	40,195	43,120	39,925
508	CHICAGO	581	12,704	30,352	54,251	29,850
507	DANVILLE	22	18,450	24,745	33,273	24,000
502	DUPAGE	DNA	DNA	DNA	DNA	DNA
509	ELGIN	--	--	--	--	--
512	HARPER	--	--	--	--	--
540	HEARTLAND	1	29,000	29,000	29,000	29,000
519	HIGHLAND	25	17,925	25,017	42,340	30,132
514	ILLINOIS CENTRAL	28	22,880	34,936	56,350	32,720
529	ILLINOIS EASTERN	42	19,445	27,999	49,363	26,659
513	ILLINOIS VALLEY	10	21,432	37,217	47,465	34,448
525	JOLIET	--	--	--	--	--
520	KANKAKEE	37	18,840	24,171	32,448	23,206
501	KASKASKIA	--	--	--	--	--
523	KISHWAUKEE	9	21,000	29,706	43,500	29,750
532	LAKE COUNTY	3	39,627	49,212	56,325	51,683
517	LAKE LAND	24	14,475	25,576	34,350	25,174
536	LEWIS & CLARK	43	16,275	23,700	39,953	22,050
526	LINCOLN LAND	2	32,964	33,463	33,962	33,463
530	LOGAN	16	25,000	39,856	62,261	27,000
528	MC HENRY	28	10,544	23,734	38,613	23,604
524	MORAINE VALLEY	64	21,640	32,316	52,500	30,051
527	MORTON	--	--	--	--	--
535	OAKTON	--	--	--	--	--
505	PARKLAND	47	17,355	29,987	62,261	27,000
515	PRAIRIE STATE	--	--	--	--	--
521	REND LAKE	23	12,036	26,020	30,814	27,000
537	RICHLAND	19	20,482	30,507	55,075	20,934
511	ROCK VALLEY	29	23,359	32,764	48,229	29,288
518	SANDBURG	11	13,965	22,716	27,150	23,828
506	SAUK VALLEY	7	26,543	33,186	48,394	29,011
531	SHAWNEE	11	25,700	28,327	32,850	28,500
510	SOUTH SUBURBAN	--	--	--	--	--
533	SOUTHEASTERN	7	18,584	32,166	40,127	31,806
534	SPOON RIVER	13	18,582	24,646	31,213	24,281
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	--	--	--	--	--
516	WAUBONSEE	--	--	--	--	--
539	WOOD	24	19,502	27,611	35,284	28,935
	TOTAL/AVERAGES	1,136	$22,800	$29,715	$45,361	$30,904

DNA = Data Not Available
-- = Not Applicable

Section VI

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1993. The weighted average administrative staff salary ranged from a low of $34,937 to a high of $67,633. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1993 salaries; and the median fiscal year 1993 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1993 was $50,801. The lowest reported administrative salary was $14,196, and the highest was $114,963. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1993 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	$14,196	$ 46,736	$29,787
Average Administrative Salaries	$34,937	$ 67,633	$50,801
Highest Administrative Salaries	$68,853	$114,963	$90,348
Median Administrative Salaries	$30,569	$ 65,654	$48,295

Illinois Community College Board

Table 14

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1993 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	34	26,574	52,408	95,687	53,560
503	BLACK HAWK	18	42,032	57,136	82,368	55,263
508	CHICAGO	219	27,951	51,528	98,227	49,530
507	DANVILLE	21	31,600	47,561	93,756	45,514
502	DUPAGE	DNA	DNA	DNA	DNA	DNA
509	ELGIN	25	40,000	61,087	92,800	61,300
512	HARPER	33	45,740	63,094	110,880	63,000
540	HEARTLAND	15	25,000	47,216	90,000	44,000
519	HIGHLAND	15	30,990	50,242	84,000	57,495
514	ILLINOIS CENTRAL	40	30,000	59,191	99,730	60,085
529	ILLINOIS EASTERN	30	25,711	40,730	80,885	32,000
513	ILLINOIS VALLEY	12	33,797	53,851	84,950	59,374
525	JOLIET	53	24,234	42,218	99,588	35,955
520	KANKAKEE	22	29,330	48,766	78,070	47,565
501	KASKASKIA	31	14,196	34,937	77,000	30,569
523	KISHWAUKEE	19	17,775	47,881	96,900	43,800
532	LAKE COUNTY	53	28,991	56,183	114,963	55,256
517	LAKE LAND	20	24,884	45,263	78,071	41,607
536	LEWIS & CLARK	24	29,750	45,541	86,600	39,060
526	LINCOLN LAND	31	30,237	47,858	72,246	47,058
530	LOGAN	26	24,000	51,821	89,070	50,448
528	MC HENRY	32	29,925	49,185	87,000	45,814
524	MORAINE VALLEY	21	27,465	55,809	113,587	51,515
527	MORTON	13	42,757	61,094	98,726	57,853
535	OAKTON	30	46,736	67,633	100,500	65,654
505	PARKLAND	42	29,308	53,298	96,700	51,885
515	PRAIRIE STATE	22	31,000	48,038	95,380	45,049
521	REND LAKE	22	33,400	47,506	70,000	48,228
537	RICHLAND	21	34,157	50,696	92,400	52,924
511	ROCK VALLEY	44	23,359	46,754	99,750	45,679
518	SANDBURG	12	27,000	45,697	74,550	43,839
506	SAUK VALLEY	20	30,734	48,865	90,384	46,902
531	SHAWNEE	13	20,000	41,985	85,000	36,300
510	SOUTH SUBURBAN	33	36,941	56,471	92,000	54,840
533	SOUTHEASTERN	15	15,391	38,755	86,692	38,383
534	SPOON RIVER	15	25,000	43,388	68,853	41,964
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	DNA	DNA	DNA	DNA	DNA
516	WAUBONSEE	26	33,600	52,758	99,870	47,500
539	WOOD	15	32,566	45,316	85,680	40,145
	TOTAL/AVERAGES	1,137	$29,787	$50,801	$90,348	$48,295

DNA = Data Not Available

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

A summary of the fiscal year 1993 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1993. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1993 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State Average
Executive of the District	$68,853	$114,963	$90,104
Campus Administrator	$55,431	$ 87,691	$76,530
Finance Officer	$47,600	$ 94,005	$68,505
Academic Officer	$48,035	$ 93,377	$64,538
Student Services Officer	$32,000	$ 83,604	$60,486
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$45,300	$ 72,817	$59,054
Occupational/Career Education Officer	$27,000	$ 76,094	$56,580
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$22,989	$ 72,564	$52,787
Director of Data Processing	$34,225	$ 87,500	$53,836
Director of Research & Planning	$31,000	$ 76,602	$50,210
Admissions and Records Officer	$21,850	$ 70,766	$46,171
Director of Counseling	$32,350	$ 72,735	$52,818
Director of Financial Aid	$24,720	$ 56,200	$41,489
Director of Job Placement	$23,486	$ 53,488	$34,627
Director of Student Activities	$28,531	$ 70,766	$42,553
Director of Library/LRC	$24,280	$ 76,236	$45,433
Development/Grants Officer	$29,700	$ 73,000	$50,577
Public Relations Officer	$26,185	$ 65,282	$40,712
Director of Personnel	$22,542	$ 73,730	$48,046
Director of Business Services	$24,000	$ 75,669	$43,843
Director of Physical Facilities/Grounds	$25,000	$ 74,233	$48,523
Director of Adult Education	$29,445	$ 64,280	$45,777
Director of Athletics	$20,000	$ 62,151	$44,235
Controller	$27,673	$ 66,643	$45,422

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

		Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522	BELLEVILLE	95,687	5	1	55,431	10	3	77,141	7	2	69,628	4	2
503	BLACK HAWK	82,368	5	1	71,316	6	2	63,603	4	2	66,587	3	2
508	CHICAGO				87,691 8	1-17					68,099 8	2-11	
507	DANVILLE	93,755	4	1				64,591	4	2	67,234	9	2
502	DUPAGE												
509	ELGIN	92,800	5	1				79,800	12	2	73,000	6	2
512	HARPER	110,880	4	1				92,972	7	2			
540	HEARTLAND	90,000	2	1				62,950	2	2	63,500	2	2
519	HIGHLAND	84,000	0	1				66,940	20	2	58,300	1	2
514	ILLINOIS CENTRAL	99,730	4	1				74,570	13	2	75,080	4	2
529	ILLINOIS EASTERN	80,885	9	1	64,650 4		2				48,035		3
513	ILLINOIS VALLEY	84,950	18	1				68,331	19	2	66,140	15	2
525	JOLIET	99,588	8	1				78,905	8		73,716	6	
520	KANKAKEE	78,070	5	1				63,396	8	2	63,444	2	2
501	KASKASKIA	77,000	5	1				61,301	31	2	58,047		2
523	KISHWAUKEE	96,000	14	1				47,600	15	2	61,900	5	3
532	LAKE COUNTY	114,963	6	1				83,609	7	2	82,803	3	2
517	LAKE LAND	78,071	4	1				61,847	3	2	61,847	1	2
536	LEWIS & CLARK	86,600	1	1	61,080	1	2	52,450	22	2	60,480	2	2
526	LINCOLN LAND	72,246	1	1				65,745	3	2			
530	LOGAN	89,070	4	1				73,959	18	2	68,070	2	2
528	MC HENRY	87,000	12	1				67,387	11	2	67,387	6	2
524	MORAINE VALLEY	113,587	1	1				88,486	7	2	83,014	7	2
527	MORTON	98,726	7	1				75,958	7	2	74,676	7	2
535	OAKTON	100,500	8	1				94,005	20	2	93,377	7	2
505	PARKLAND	96,700	2	1				73,941	4	2	71,595	2	2
515	PRAIRIE STATE	95,380	1	1				73,918	17		65,585	6	
521	REND LAKE	70,000	1	1				56,600	1		62,150	1	
537	RICHLAND	92,400	3	1				62,500		2	61,969	5	2
511	ROCK VALLEY	99,750	23	1				68,342	18		76,960	21	
518	SANDBURG	74,550	1	1				53,765	2		52,414	3	
506	SAUK VALLEY	90,384	6	1				64,480	1	2	65,944	4	2
531	SHAWNEE	85,000	1	1				55,350	6	2	55,350	4	2
510	SOUTH SUBURBAN	92,000	5	1				73,505	4	2	78,000	1	2
533	SOUTHEASTERN	86,692	18	1				62,267	1	2	66,468	13	2
534	SPOON RIVER	66,853	6	1				55,927	6	2	56,694	3	2
601	STATE COMM. COLL												
504	TRITON												
516	WAUBONSEE	99,870	11	1				77,000	15	2	82,000	5	2
539	WOOD	85,680	4	1				54,540	1		60,428	4	
	NUMBER OF PERSONS	36			15			35			42		
	AVERAGES	90,104			76,530			68,505			64,538		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

		Student Services Officer				Bacc./Univ. Par. Officer				Occupational Career Officer				Continuing Ed. Officer			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	57,783		4	2	61,148		6	3	65,542		9	3	60,564		4	2
503	BLACK HAWK					59,426		2	3					60,311		4	3
508	CHICAGO	55,945	7	0-12		58,700	8	0-11		52,410	7	0-13		54,756	9	2-8	
507	DANVILLE	47,755		3	2					57,708		3	2	22,989		4	3
502	DUPAGE																
509	ELGIN	63,600		12	3									40,400		7	4
512	HARPER	83,604		6	2												
540	HEARTLAND	55,000		1	3					48,900		2	3				
519	HIGHLAND	56,445		2	2												
514	ILLINOIS CENTRAL					69,800		12	3	67,310		6	3	71,490		17	3
529	ILLINOIS EASTERN	32,000		1	3												
513	ILLINOIS VALLEY	55,448		16	2					51,720		15	3	54,372		13	2
525	JOLIET	70,825		6						68,674		18		68,674		21	
520	KANKAKEE	55,222		8	2					55,733		14	3	57,666		10	3
501	KASKASKIA	51,555		4	3					55,847		11	3				
523	KISHWAUKEE	54,900		12	3	59,500		5	3	61,700		15	3	50,500		12	3
532	LAKE COUNTY	78,643		20	3	72,394		6	3	76,094		5	3	34,568		1	5
517	LAKE LAND	61,847		12	2					53,417		7	3	50,731		8	4
536	LEWIS & CLARK	50,675		1	2					63,945		2	2				
526	LINCOLN LAND	64,324		3	2	57,537		2	3	60,610		12	3	60,572		22	3
530	LOGAN	69,970		4	2	49,587		4	4	67,470		2	3	53,746		10	4
528	MC HENRY	60,425		4	3					56,625		1	3	61,991		11	3
524	MORAINE VALLEY	73,043		1	2	60,899		6	3	65,949		7	3	69,600		7	3
527	MORTON	72,546		11	2	57,853		16	3	50,947		5	3	47,500		0	3
535	OAKTON	82,621		6	2									72,564		7	3
505	PARKLAND	71,595		4	2									50,925		8	3
515	PRAIRIE STATE	54,748		4		55,482		12		48,753		2		35,323		4	
521	RENO LAKE	56,400		7						62,150		13					
537	RICHLAND	57,414		4	2												
511	ROCK VALLEY	55,996		8		68,121		15		68,342		17		68,342		14	
518	SANDBURG	55,117		6						27,000		1		42,525		1	
506	SAUK VALLEY	62,616		21	2	53,272		11	3	57,793		6	3	51,404		11	3
531	SHAWNEE	55,350		7	2									40,850		15	3
510	SOUTH SUBURBAN	75,917		9	2	72,817		4	3	70,023		1	3	48,375		2	4
533	SOUTHEASTERN	63,162		20	2					53,000		1	3	43,917		17	4
534	SPOON RIVER					45,496		2	7								
601	STATE COMM. COLL.																
504	TRITON																
516	WAUBONSEE	64,000		3	3	45,300		1	4	44,000		0	4	35,700		2	4
539	WOOD	57,265		4						41,033		7		51,925		16	
	NUMBER OF PERSONS	40				23				33				36			
	AVERAGES	60,486				59,054				56,580				52,787			

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

		Director-Data Processing				Director-Research/Planning				Admissions/Records Officer				Director of Counseling			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	47,226		5	3					53,560		4	3	53,148		3	3
503	BLACK HAWK	55,263								55,800		25	4				
508	CHICAGO	52,761	2	4-9		42,550		5		47,805	7	1-13					
507	DANVILLE	34,225		13	3					33,100		1	4	33,272		4	4
502	DUPAGE																
509	ELGIN	65,400		10	3	40,000		1	3	41,800		12	4	53,500		2	4
512	HARPER	87,500		1	2	67,316		21	4	59,715		13	4	60,099		6	3
540	HEARTLAND													37,150		2	4
519	HIGHLAND	37,100		4	3					41,765		2	3				
514	ILLINOIS CENTRAL	55,470		15	3	68,310		13	2	35,000			3	61,850		13	3
529	ILLINOIS EASTERN																
513	ILLINOIS VALLEY	58,220		14	2					43,232		14	3				
525	JOLIET	59,642		6		50,591		6		43,710		6		61,562		24	
520	KANKAKEE	50,970		4	3					45,931		5	3	47,565		4	3
501	KASKASKIA	54,341		15	3					21,850		1	4				
523	KISHWAUKEE	56,500		13	3					43,500		11	4				
532	LAKE COUNTY	72,181		18	3	49,024		18	2	70,766		30	4	55,256		2	4
517	LAKE LAND	46,120		7	5					40,731		4	5				
536	LEWIS & CLARK	50,400		21	2					34,056		1	3				
526	LINCOLN LAND									43,123		2	3	59,391		24	3
530	LOGAN	43,796		11	4					56,570		2	3				
528	MC HENRY	54,372		14	4	43,000		0	4	36,525		1	4				
524	MORAINE VALLEY	62,917		4	3	36,980		7	3					72,735		9	3
527	MORTON	59,648		5	3					45,995		4	3				
535	OAKTON	76,672		22	3	76,602		7	3	65,087		1	3	70,461		5	3
505	PARKLAND	43,699		5	3	40,950		1	3	47,807		4	3				
515	PRAIRIE STATE	55,510		10		31,000				50,004		15					
521	REND LAKE									43,000		12		41,570		6	
537	RICHLAND	39,308		11	4					52,924		4	4				
511	ROCK VALLEY	57,819		3						51,938		14					
518	SANDBURG	49,290		16						41,382		15					
506	SAUK VALLEY	51,531		21	4	59,812		11	2	39,270		1	3				
531	SHAWNEE	36,300		9	3									32,350		2	4
510	SOUTH SUBURBAN	49,500		1	5	54,840		2	4	54,594		1	4	70,831		1	3
533	SOUTHEASTERN																
534	SPOON RIVER	46,693		14	3	41,964		15	2					38,167		9	3
601	STATE COMM. COLL.																
504	TRITON																
516	WAUBONSEE	65,800		14	3									49,000		1	4
539	WOOD	47,638		13						34,782		1					
	NUMBER OF PERSONS	33				14				36				17			
	AVERAGES	53,836				50,210				46,171				52,818			

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NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

		Director-Financial Aid				Director-Job Placement				Director-Stu. Activities				Director-Library/LRC			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	39,655		5	3	28,840		2	4	28,531		3	3	61,138		23	3
503	BLACK HAWK	55,800		24	4												
508	CHICAGO	48,558	7	1-15						41,913	8	3-15					
507	DANVILLE	45,514		22	4	27,770		4	4					28,412		1	4
502	DUPAGE																
509	ELGIN	56,200		18	4					41,900		2	4	66,900		21	3
512	HARPER	47,250		1	2	51,453		6	5	53,598		15	5				
540	HEARTLAND	37,500		1	4												
519	HIGHLAND	41,450		9	3	23,486		5	4					42,265		9	3
514	ILLINOIS CENTRAL	49,665		8	3									67,945		20	3
529	ILLINOIS EASTERN	26,659	2		4									29,393	4		4
513	ILLINOIS VALLEY	33,797		1	3									46,114		22	3
525	JOLIET	41,315		14						33,834		3					
520	KANKAKEE	39,640		5	3												
501	KASKASKIA	25,842		7	3					35,674		4	3	52,255		17	3
523	KISHWAUKEE	32,697		12	4									33,514		3	4
532	LAKE COUNTY	55,330		11	4	39,177		1	4	70,766		23	4	76,236		21	3
517	LAKE LAND	38,946		20	5	24,329		2	5					24,280		1	5
536	LEWIS & CLARK	34,500		8	3	31,500		3	3	55,085		7	2	39,060		3	3
526	LINCOLN LAND	24,720		1	4					43,270		7	3				
530	LOGAN	55,880		10	4					47,652		19	4	65,841		21	3
528	MC HENRY	40,425		3	4					40,025		2	4	56,425		4	3
524	MORAINE VALLEY	27,465		3	4	36,691		5	5	30,024		5	4	43,263		5	3
527	MORTON													46,945		3	3
535	OAKTON									46,894		6	3	46,736		2	3
505	PARKLAND	39,760		4	3	53,488		3	3					46,928		4	4
515	PRAIRIE STATE									40,715		7		38,521		6	
521	REND LAKE	36,820		12	0	33,560		2	0					52,419		13	
537	RICHLAND	34,157			4					43,310		8	4	56,355		11	4
511	ROCK VALLEY	51,020		12						40,695		5		57,819		23	
518	SANDBURG	31,742		8										44,993		8	
506	SAUK VALLEY	51,531		22	3												
531	SHAWNEE	35,250		3	4									43,100		23	3
510	SOUTH SUBURBAN									40,766		6	5	42,000		1	5
533	SOUTHEASTERN	42,083		9	4									40,127		28	4
534	SPOON RIVER									48,326		19	3	36,324		8	3
601	STATE COMM. COLL.																
504	TRITON																
516	WAUBONSEE													45,400		4	3
539	WOOD	37,395		10		30,600				30,001		2		34,957		4	
	NUMBER OF PERSONS	38				11				26				32			
	AVERAGES	41,489				34,627				42,553				45,433			

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

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Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

		Development/Grants Officer				Public Relations Officer				Director of Personnel				Business Services Officer			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	52,015		4	3	34,917		4	3	56,435		9	3	33,269		5	4
503	BLACK HAWK									52,256		4	2	44,515		5	3
508	CHICAGO	51,675	3	3-8		46,622	4	4-6		41,972	2			56,366	9	2-18	
507	DANVILLE					31,652		5	2	51,691		6	2				
502	DUPAGE																
509	ELGIN	73,000		15	2	52,200		21	2	48,400		2	3	58,400		19	3
512	HARPER	63,000		1	3					67,916		10	3	75,669		7	3
540	HEARTLAND					31,000		1	2	25,000		1	3				
519	HIGHLAND	30,990		5	3	28,500		1	4					24,000		2	4
514	ILLINOIS CENTRAL	68,870		4	3	51,835		11	3	66,120		14	3				
529	ILLINOIS EASTERN					26,185	2		3	29,268		6	2	26,659	4		3
513	ILLINOIS VALLEY					47,779		23	2								
525	JOLIET					45,332		2		51,686		2		52,506		12	
520	KANKAKEE					45,234		7	2					40,878		10	3
501	KASKASKIA																
523	KISHWAUKEE	45,000		8	2	33,500		9	2								
532	LAKE COUNTY	39,278		3	4	47,242		2	4	48,617		3	3	45,202		2	4
517	LAKE LAND					33,496		9	4	24,884		9	5	35,445		1	4
536	LEWIS & CLARK					47,670		4	2								
526	LINCOLN LAND					32,145		3	4	51,699		18	4	46,043		3	3
530	LOGAN	32,500		1	4					48,270		2	4	63,067		18	3
528	MC HENRY					45,706		17	4	46,792		14	4	41,375		9	4
524	MORAINE VALLEY					38,005		8	3	51,515		9	3				
527	MORTON					57,404		21	3	58,688		7	3				
535	OAKTON	55,591		8	3	65,282		7	3	69,257		15	3	56,083		11	3
505	PARKLAND	49,847		1	3					71,595		1	2	52,000		1	3
515	PRAIRIE STATE	40,571		2		36,386		2		38,250		1					
521	REND LAKE	44,370		4		36,000		14									
537	RICHLAND					35,700		1	4	39,900		1	4	36,750		1	4
511	ROCK VALLEY					51,850		16									
518	SANDBURG													31,742		7	
506	SAUK VALLEY					35,708		1	3	34,000			3	38,438		1	3
531	SHAWNEE	29,700		1	5	31,600		5	5								
510	SOUTH SUBURBAN	71,564		5	4					73,730		4	3	55,847		4	5
533	SOUTHEASTERN					36,483		8	4								
534	SPOON RIVER																
601	STATE COMM. COLL																
504	TRITON																
516	WAUBONSEE	69,500		8	3	37,800		5	3	36,750		1	2	37,800		13	4
539	WOOD	40,145		3		34,226		6		22,542		2					
	NUMBER OF PERSONS	19				33				26				32			
	AVERAGES	50,577				40,712				48,046				43,843			

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NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

		Physical Fac./Grounds Officer			Adult Basic/Sec. Educ.			Director of Athletics			Controller		
		Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522	BELLEVILLE	43,775	7	3	55,723	4	3	41,123	13	3	44,997	21	3
503	BLACK HAWK	53,663	23	3	49,366	2	4						
508	CHICAGO	71,916	16		53,154 (6)	2-8					58,391	5	
507	DANVILLE	44,219	18	3							42,980	6	3
502	DUPAGE												
509	ELGIN	61,300	17	3	47,300	8	4						
512	HARPER	74,233	10	3	64,280	9	3						
540	HEARTLAND				41,000	1	3				37,300	2	3
519	HIGHLAND	49,680	12	3				42,340	12	4			
514	ILLINOIS CENTRAL	60,735	13	3							44,705	4	3
529	ILLINOIS EASTERN										50,341	15	2
513	ILLINOIS VALLEY	36,112	1	3									
525	JOLIET	52,034	14		45,474	9		51,304	1		52,506	23	
520	KANKAKEE	48,116	14	3				51,708	14	3			
501	KASKASKIA	36,609	21	3							27,673	8	3
523	KISHWAUKEE	39,200	15	3	37,000	9	3	31,553	7	4			
532	LAKE COUNTY	56,799	2	3	36,329	1	5	59,666	2	4	39,278	8	4
517	LAKE LAND	42,488	2	5	29,445	5	4				35,445	1	4
536	LEWIS & CLARK	37,700	4	2	37,800	4	3						
526	LINCOLN LAND	47,847	12	4	47,058	6	3				41,203	14	4
530	LOGAN	38,254	9	5	52,190	4	3						
528	MC HENRY	45,921	11	4	43,025	3	4				42,025	3	4
524	MORAINE VALLEY	51,093	4	3	39,047	6	5	39,946	9	3	48,598	6	3
527	MORTON	52,078	5	3									
535	OAKTON	65,200		3				62,151	20	3	55,360	2	3
505	PARKLAND	67,914	4	3	42,000	1	4						
515	PRAIRIE STATE	52,726	16		48,683	5					41,415	4	
521	REND LAKE	41,520	5		41,310	1		40,790	1		33,400	2	
537	RICHLAND	42,481	4	4									
511	ROCK VALLEY	50,587	9		49,549	9		46,004	3		48,998	15	
518	SANDBURG	43,839	16										
506	SAUK VALLEY	40,420	1	3									
531	SHAWNEE	25,600	1	5				20,000	6	5			
510	SOUTH SUBURBAN	61,135	11	3	59,631	5	3				66,643	14	3
533	SOUTHEASTERN												
534	SPOON RIVER	25,000	1	3	30,801	4	3						
601	STATE COMM. COLL.												
504	TRITON												
516	WAUBONSEE	60,000	8	3	33,600	1	4				62,500	7	3
539	WOOD	29,603	12		32,220	4					34,680	1	
	NUMBER OF PERSONS	34			28			11			20		
	AVERAGES	48,523			45,777			44,235			45,422		

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NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Section VIII

SUMMARY OF FISCAL YEAR 1993 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1993 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 10 positions community college classified salaries were higher and for 16 positions community college classified salaries were lower. However, many variables, such as exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1993*

	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	23	$1,453	$2,082	$3,376
Accountant II	27	1,527	2,268	3,175
Account Clerk I	83	882	1,749	2,603
Account Clerk II	123	1,173	2,193	3,041
Admissions/Records Clerk	128	795	1,476	2,012
Admissions/Records Supervisor	41	1,215	2,511	3,084
Audio/Visual Services Manager	25	1,360	2,293	3,695
Bookstore Manager	27	985	2,213	3,415
Clerk Typist	367	932	1,926	2,239
Computer Operator I	53	1,203	1,937	2,359
Computer Operator II	39	1,348	1,988	2,988
Computer Programmer I	8	1,554	2,193	3,489
Computer Programmer II	25	1,582	2,326	3,287
Computer Systems Analyst	27	2,262	3,266	4,458
Custodian	443	1,194	1,739	2,332
Custodian Supervisor	41	1,370	2,420	5,191
Keypunch Oper./Data Entry Clerk	33	1,150	1,994	2,746
Library Clerk	117	825	1,910	2,859
Programmer/Analyst	43	1,591	2,811	3,893
Purchasing Clerk	23	1,212	1,683	2,268
Purchasing Supervisor	24	2,038	2,784	4,158
Receptionist/Switchboard Operator	61	723	1,648	2,157
Secretary-General	546	1,136	1,593	2,219
Secretary-Administrative	272	1,423	1,946	2,693
Secretary-Executive	99	1,507	2,167	2,923
Security Guard/Officer	81	1,280	1,728	2,105
Security Supervisor	28	1,184	2,639	3,954
Shipping/Receiving Clerk	35	1,113	1,745	2,605

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1993 SALARIES OF
CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES
WITH UNIVERSITY CIVIL SERVICE SALARIES

	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Dollar Difference	Percent Difference
Accountant I	$2,464	$2,082	(382)	-15.5%
Accountant II	2,931	2,268	(663)	-22.6%
Account Clerk I	1,593	1,749	156	9.8%
Account Clerk II	1,756	2,193	437	24.9%
Admissions/Records Clerk	1,979	1,476	(503)	-25.4%
Admissions/Records Supervisor	2,803	2,511	(292)	-10.4%
Audio/Visual Services Manager	3,087	2,293	(794)	-25.7%
Bookstore Manager	3,400	2,213	(1,187)	-34.9%
Clerk Typist	1,341	1,926	585	43.6%
Computer Operator I	1,990	1,937	(53)	-2.7%
Computer Operator II	2,442	1,988	(454)	-18.6%
Computer Programmer I	1,999	2,193	194	9.7%
Computer Programmer II	2,356	2,326	(30)	-1.3%
Computer Systems Analyst	3,381	3,266	(115)	-3.4%
Custodian	2,047	1,739	(308)	-15.0%
Custodian Supervisor	2,517	2,420	(97)	-3.9%
Keypunch Oper./Data Entry Clerk	1,297	1,994	697	53.7%
Library Clerk	1,105	1,910	805	72.9%
Purchasing Clerk	2,295	1,683	(612)	-26.7%
Purchasing Supervisor	3,443	2,784	(659)	-19.1%
Secretary-General	1,260	1,593	333	26.4%
Secretary-Administrative	2,100	1,946	(154)	-7.3%
Secretary-Executive	2,763	2,167	(596)	-21.6%
Security Guard/Officer	1,544	1,728	184	11.9%
Security Supervisor	1,776	2,639	863	48.6%
Shipping/Receiving Clerk	1,477	1,745	268	18.1%

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1992

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1992. Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 19

SUMMARY OF AVERAGE FISCAL YEAR 1992 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	- High	State Average
Administrative	$ 791	$11,226	$4,912
9-Month Teaching Faculty	$ 588	$ 8,268	$4,209
12-Month Teaching Faculty	$ 368	$ 6,941	$4,089
9-Month Other Professional (Nonteaching)	$ 516	$ 8,758	$4,071
12-Month Other Professional (Nonteaching)	$1,096	$ 6,610	$3,663
Classified	$ 655	$ 6,611	$4,143

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1992

		Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College	Social Security	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
522	BELLEVILLE	x			x			x	x	x		x	x
503	BLACK HAWK	x	x	x	x			x	x	x	x	x	x
508	CHICAGO												
507	DANVILLE	x	x		x			x	x	x	x	x	x
502	DUPAGE	x	x	x	x			x	x	x		x	x
509	ELGIN	x	x		x			x	x	x		x	
512	HARPER	x	x	x	x	x		x	x	x	x	x	x
519	HIGHLAND	x	x	x	x	x		x	x			x	x
514	ILLINOIS CENTRAL	x	x	x	x			x	x	x	x	x	
529	ILLINOIS EASTERN	x		x	x			x	x			x	
513	ILLINOIS VALLEY	x	x		x	x		x	x	x			
525	JOLIET	x	x		x			x	x	x	x	x	
520	KANKAKEE	x		x	x				x	x	x	x	x
501	KASKASKIA	x	x		x			x	x	x		x	
523	KISHWAUKEE	x	x	x	x			x	x	x		x	x
532	LAKE COUNTY	x			x			x	x	x	x	x	x
517	LAKE LAND	x		x	x			x	x	x		x	
536	LEWIS & CLARK	x	x	x	x			x	x	x	x		
526	LINCOLN LAND	x		x	x			x	x	x		x	
530	LOGAN	x	x	x	x			x	x	x		x	
528	MC HENRY	x	x		x	x		x	x			x	x
524	MORAINE VALLEY	x			x			x	x	x	x	x	
527	MORTON	x			x			x	x			x	x
535	OAKTON	x	x	x	x			x	x	x		x	x
505	PARKLAND	x	x	x	x			x	x	x	x	x	
515	PRAIRIE STATE	x	x		x	x		x	x		x	x	
521	REND LAKE	x		x	x			x	x	x		x	
537	RICHLAND	x	x	x	x	x		x	x	x	x	x	
511	ROCK VALLEY	x		x	x			x	x			x	x
518	SANDBURG	x		x	x			x	x			x	
506	SAUK VALLEY	x	x		x			x	x	x		x	x
531	SHAWNEE							x	x	x		x	
510	SOUTH SUBURBAN	x		x	x	x		x				x	x
533	SOUTHEASTERN	x	x		x	x		x	x	x		x	
534	SPOON RIVER	x	x		x			x	x	x		x	x
601	STATE COMM. COLL.	N/A											
504	TRITON	x	x	x	x	x		x	x	x		x	x
516	WAUBONSEE	x	x	x				x	x	x	x	x	x
539	WOOD	x	x		x			x	x	x	x	x	x

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Table 21

FISCAL YEAR 1992 ANNUAL COST OF FRINGE BENEFITS

FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Administrative			9 Mos. Faculty			12 Mos. Faculty		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employe
522	BELLEVILLE	34	156,015	4,589	104	421,777	4,056	6	30,165	5,028
503	BLACK HAWK	18	101,563	5,642	143	716,559	5,011	2	8,387	4,194
508	CHICAGO	DNA								
507	DANVILLE	23	73,118	3,179	55	128,264	2,332	7	26,380	3,769
502	DUPAGE	49	348,328	7,109	266	1,349,722	5,074			
509	ELGIN	23	140,551	6,111	98	568,643	5,802			
512	HARPER	30	270,530	9,018	180	1,214,810	6,748	1	6,941	6,941
540	HEARTLAND	-								
519	HIGHLAND	18	66,777	3,710	48	185,168	3,858			
514	ILLINOIS CENTRAL	39	176,563	4,527	169	724,424	4,287			
529	ILLINOIS EASTERN	28	63,075	2,253	99	238,979	2,414	15	33,478	2,232
513	ILLINOIS VALLEY	12	103,169	8,597	73	250,441	3,431			
525	JOLIET	44	229,544	5,217	126	615,732	4,887			
520	KANKAKEE	23	67,855	2,950	47	145,747	3,101	4	11,952	2,988
501	KASKASKIA	37	173,064	4,677	51	240,925	4,724			
523	KISHWAUKEE	19	43,242	2,276	68	161,252	2,371			
532	LAKE COUNTY	53	160,429	3,027	159	93,532	588			
517	LAKE LAND	20	82,950	4,148	91	361,478	3,972	7	47,697	6,814
536	LEWIS & CLARK	24	64,113	2,671	78	185,885	2,383			
526	LINCOLN LAND	30	101,936	3,398	113	335,589	2,970			
530	LOGAN	22	89,597	4,073	78	309,121	3,963			
528	MC HENRY	30	276,372	9,212	62	512,634	8,268			
524	MORAINE VALLEY	24	128,052	5,336	163	891,737	5,471	21	133,313	6,348
527	MORTON	14	83,835	5,988	54	298,486	5,528			
535	OAKTON	30	110,617	3,687	131	640,918	4,893			
505	PARKLAND	41	175,138	4,272	134	523,007	3,903			
515	PRAIRIE STATE	22	153,739	6,988	94	378,718	4,029			
521	REND LAKE	22	47,311	2,151	44	95,259	2,165	14	31,626	2,259
537	RICHLAND	19	102,645	5,402	46	261,256	5,679			
511	ROCK VALLEY	42	189,706	4,517	135	555,897	4,118	7	27,479	3,926
518	SANDBURG	12	42,458	3,538	52	176,926	3,402			
506	SAUK VALLEY	20	114,571	5,729	54	270,718	5,013			
531	SHAWNEE	13	10,289	791	25	17,905	716	1	368	368
510	SOUTH SUBURBAN	31	151,511	4,887	104	422,162	4,059			
533	SOUTHEASTERN	18	44,150	2,453	49	117,825	2,405	1	3,018	3,018
534	SPOON RIVER	15	47,607	3,174	34	103,893	3,056			
601	STATE COMM. COLL.	DNA								
504	TRITON	31	348,021	11,226	197	811,637	4,120			
516	WAUBONSEE	26	166,754	6,414	61	342,120	5,609			
539	WOOD	15	64,705	4,314	8	31,383	3,923	29	109,388	3,772
		971	4,769,900	4,912	3,493	14,700,329	4,209	115	470,192	4,089

DNA = Data Not Available

- = Not Applicable

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Illinois Community College Board

Table 21

FISCAL YEAR 1992 ANNUAL COST OF FRINGE BENEFITS

FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employe
522	BELLEVILLE	4	10,153	2,538	7	37,012	5,287	164	567,556	3,461
503	BLACK HAWK	5	16,630	3,326	3	11,802	3,934	203	864,019	4,256
508	CHICAGO	DNA								
507	DANVILLE	6	14,699	2,450	20	58,847	2,942	88	240,197	2,730
502	DUPAGE	30	150,880	5,029				472	2,045,981	4,335
509	ELGIN	9	40,205	4,467				130	485,389	3,734
512	HARPER	23	136,278	5,925				369	2,057,083	5,575
540	HEARTLAND	--								
519	HIGHLAND				29	109,525	3,777	58	188,953	3,258
514	ILLINOIS CENTRAL	6	20,200	3,367	28	102,788	3,671	181	671,469	3,710
529	ILLINOIS EASTERN	1	1,102	1,102	45	95,680	2,126	101	237,787	2,354
513	ILLINOIS VALLEY	4	13,167	3,292	9	59,492	6,610	66	187,750	2,845
525	JOLIET	7	32,514	4,645				155	682,381	4,402
520	KANKAKEE				34	96,180	2,829	68	194,156	2,855
501	KASKASKIA	5	25,287	5,057				41	186,426	4,547
523	KISHWAUKEE	10	20,521	2,052	17	35,184	2,070	59	133,397	2,261
532	LAKE COUNTY	18	9,287	516	3	9,292	3,097	217	591,097	2,724
517	LAKE LAND	11	47,697	4,336	22	75,683	3,440	70	285,299	
536	LEWIS & CLARK				43	108,286	2,518	56	132,641	2,369
526	LINCOLN LAND	7	20,664	2,952	2	6,698	3,349	80	246,900	3,086
530	LOGAN				15	57,784	3,852	62	224,883	3,627
528	MC HENRY	9	78,818	8,758	28	165,662	5,917	47	241,077	5,129
524	MORAINE VALLEY	17	93,223	5,484	60	321,968	5,366	161	867,207	5,386
527	MORTON							84	466,738	5,556
535	OAKTON	22	90,345	4,107				236	1,023,130	4,335
505	PARKLAND	9	31,986	3,554	42	147,289	3,507	117	419,251	3,583
515	PRAIRIE STATE	5	17,699	3,540				90	297,423	3,305
521	REND LAKE	3	7,020	2,340	23	48,084	2,091	49	109,366	2,232
537	RICHLAND				20	126,538	6,327	55	235,148	4,275
511	ROCK VALLEY	6	16,402	2,734	31	129,417	4,175	141	580,133	4,114
518	SANDBURG	3	9,607	3,202	11	35,704	3,246	51	160,419	3,145
506	SAUK VALLEY	3	13,354	4,451	9	30,812	3,424	58	251,263	4,332
531	SHAWNEE				10	10,959	1,096	26	17,041	655
510	SOUTH SUBURBAN	12	46,325	3,860				146	646,509	4,428
533	SOUTHEASTERN	7	15,535	2,219	7	17,252	2,465	47	85,560	1,820
534	SPOON RIVER	1	2,732		13	39,804		33	97,160	
601	STATE COMM. COLL.	DNA								
504	TRITON				16	68,389	4,274	253	1,672,611	6,611
516	WAUBONSEE	3	19,254	6,418				100	600,790	6,008
539	WOOD				23	81,512	3,544	36	108,577	3,016
		246	1,001,584	4,071	570	2,087,643	3,663	4,370	18,102,767	4,143

DNA = Data Not Available

-- = Not Applicable

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Section X

FISCAL YEAR 1993 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1993 weighted average percentage salary increases of full-time faculty, other (nonteaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 23.

Table 22

SUMMARY OF FISCAL YEAR 1993 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases*		
	Low	High	State Average
Administrative	1.3%	10.5%	5.2%
Faculty (9 Months)	2.0%	10.6%	5.8%
Faculty (12 Months)	1.8%	7.4%	4.3%
Other (Nonteaching) Professional (9 Months)	1.0%	16.3%	5.7%
Other (Nonteaching) Professional (12 Months)	2.0%	9.2%	6.3%
Classified	2.2%	9.0%	5.6%

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1993 AVERAGE SALARY INCREASES

		Admin.	Teaching Faculty 9 Mos.	Teaching Faculty 12 Mos.	Other Prof. 9 Mos.	Other Prof. 12 Mos.	Classified
522	BELLEVILLE	3.0 %	2.5 %	1.8 %	1.4 %	2.3 %	3.0 %
503	BLACK HAWK	2.4	6.9	7.0	10.1	3.0	2.2
508	CHICAGO	7.0	6.6			7.5	9.0
507	DANVILLE	1.3	2.0	6.7	4.0	3.0	3.2
502	DUPAGE	DNA	DNA	DNA	DNA	DNA	DNA
509	ELGIN	4.7	10.6		10.1		7.1
512	HARPER	5.0	7.1	6.4	7.5		5.2
540	HEARTLAND	--	--	--	--	--	--
519	HIGHLAND	6.6	7.9			7.4	6.4
514	ILLINOIS CENTRAL	5.7	5.7		5.2	5.7	5.3
529	ILLINOIS EASTERN	3.7	3.6	3.1	16.3	4.2	3.0
513	ILLINOIS VALLEY	5.4	6.6		5.3	5.7	4.7
525	JOLIET	6.0	6.0		6.0		6.0
520	KANKAKEE	5.0	7.0	5.7		6.6	6.7
501	KASKASKIA	4.5	7.4		8.4		5.6
523	KISHWAUKEE	4.2	4.0		4.0	4.0	5.0
532	LAKE COUNTY	4.8	5.2		5.2	4.8	4.8
517	LAKE LAND	4.8	4.7	5.0	4.9	4.3	DNA
536	LEWIS & CLARK	10.5	6.6			5.5	6.1
526	LINCOLN LAND	3.0	3.2		2.1	3.0	3.0
530	LOGAN	3.7	6.3			4.5	5.9
528	MC HENRY	5.5	6.3		8.3	7.5	6.5
524	MORAINE VALLEY	5.0	5.0	5.0	5.0	5.0	5.0
527	MORTON	4.5	5.3		3.6		5.6
535	OAKTON	4.0	5.4		5.4		4.0
505	PARKLAND	5.0	5.6		5.5	5.5	5.4
515	PRAIRIE STATE	4.0	4.5		4.5		6.7
521	REND LAKE	8.8	2.8	5.6	2.0	2.0	4.0
537	RICHLAND	4.2	4.4			5.5	5.8
511	ROCK VALLEY	6.3	6.7	7.4	5.6	7.1	6.7
518	SANDBURG	5.0	5.0		5.0	5.0	5.0
506	SAUK VALLEY	3.8	3.9		3.9	4.8	3.5
531	SHAWNEE	7.1	6.7	6.6		9.2	6.6
510	SOUTH SUBURBAN	5.6	6.0		6.0		7.0
533	SOUTHEASTERN	3.5	3.2	3.0	3.9	3.0	4.2
534	SPOON RIVER	2.6	2.6		1.0	2.6	DNA
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA	DNA
504	TRITON	DNA	DNA	DNA	DNA	DNA	DNA
516	WAUBONSEE	4.9	5.1		5.0		7.0
539	WOOD	2.0	2.0	2.0		2.7	2.4
	AVERAGES	5.2 %	5.8 %	4.3 %	5.7 %	6.3 %	5.6 %

DNA = Data Not Available

-- = Not Applicable

Section XI

FISCAL YEAR 1992 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1992 and the average total salaries paid to full-time faculty in fiscal year 1992. The fiscal year 1992 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1991 to June 30, 1992.

The state average total fiscal year salary paid to faculty in fiscal year 1992 for those districts reporting data is $6,180 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1992. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 25 contains the fiscal year 1992 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1992 AVERAGE TOTAL SALARY ACTUALLY PAID

		FY 1992 Full-time Average Faculty Contractual Base Salary	FY 1992 Full-time Average Faculty Total Salary	Dollar Difference	Percent Difference
522	BELLEVILLE	$44,210	52,346	$8,136	18.4%
503	BLACK HAWK	37,111	36,239	(872)	-2.3%
508	CHICAGO	47,536	55,128	7,592	16.0%
507	DANVILLE	32,191	37,717	5,526	17.2%
502	DUPAGE	47,511	DNA		
509	ELGIN	45,076	55,485	10,409	23.1%
512	HARPER	50,203	58,866	8,663	17.3%
540	HEARTLAND	--	--	--	--
519	HIGHLAND	32,655	34,988	2,333	7.1%
514	ILLINOIS CENTRAL	38,211	47,566	9,355	24.5%
529	ILLINOIS EASTERN	29,646	38,510	8,864	29.9%
513	ILLINOIS VALLEY	35,762	39,445	3,683	10.3%
525	JOLIET	41,418	51,860	10,442	25.2%
520	KANKAKEE	33,613	40,974	7,361	21.9%
501	KASKASKIA	35,167	40,075	4,908	14.0%
523	KISHWAUKEE	32,079	37,203	5,124	16.0%
532	LAKE COUNTY	54,671	66,839	12,168	22.3%
517	LAKE LAND	32,416	38,629	6,213	19.2%
536	LEWIS & CLARK	39,675	43,477	3,802	9.6%
526	LINCOLN LAND	42,965	48,182	5,217	12.1%
530	LOGAN	36,944	43,270	6,326	17.1%
528	MC HENRY	37,534	45,809	8,275	22.0%
524	MORAINE VALLEY	42,281	55,858	13,577	32.1%
527	MORTON	45,387	48,151	2,764	6.1%
535	OAKTON	50,442	58,191	7,749	15.4%
505	PARKLAND	40,111	45,619	5,508	13.7%
515	PRAIRIE STATE	38,646	45,171	6,525	16.9%
521	REND LAKE	34,413	34,970	557	1.6%
537	RICHLAND	35,317	40,386	5,069	14.4%
511	ROCK VALLEY	39,478	44,036	4,558	11.5%
518	SANDBURG	33,646	37,294	3,648	10.8%
506	SAUK VALLEY	34,406	39,543	5,137	14.9%
531	SHAWNEE	32,696	37,747	5,051	15.4%
510	SOUTH SUBURBAN	43,752	54,444	10,692	24.4%
533	SOUTHEASTERN	34,726	38,397	3,671	10.6%
534	SPOON RIVER	33,274	35,430	2,156	6.5%
601	STATE COMM. COLL.	31,435	39,774	8,339	26.5%
504	TRITON	47,453	57,738	10,285	21.7%
516	WAUBONSEE	39,241	43,203	3,962	10.1%
539	WOOD	23,527	28,442	4,915	20.9%
	TOTAL/AVERAGES	$42,771	$48,951	$6,180	14.4%

DNA = Data Not Available
-- = Not Applicable

Illinois Community College Board

Table 25

FISCAL YEAR 1992 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

		Administrative	Other Professional	Classified
522	BELLEVILLE	$51,455	$53,183	$21,595
503	BLACK HAWK	56,494	35,009	21,429
508	CHICAGO	51,078	30,616	27,522
507	DANVILLE	48,452	26,662	17,498
502	DUPAGE	DNA	DNA	DNA
509	ELGIN	47,126	54,744	28,630
512	HARPER	65,472	51,250	DNA
540	HEARTLAND	--	--	--
519	HIGHLAND	50,003	23,313	16,339
514	ILLINOIS CENTRAL	58,145	36,393	22,457
529	ILLINOIS EASTERN	40,123	28,908	19,180
513	ILLINOIS VALLEY	51,265	39,050	19,656
525	JOLIET	42,711	50,397	23,467
520	KANKAKEE	48,360	22,935	17,371
501	KASKASKIA	35,407	41,537	21,136
523	KISHWAUKEE	50,528	29,761	15,804
532	LAKE COUNTY	56,183		22,878
517	LAKE LAND	42,548	28,671	18,535
536	LEWIS & CLARK	41,821	23,812	20,893
526	LINCOLN LAND	49,908	47,478	21,359
530	LOGAN	52,658	39,771	20,229
528	MC HENRY	45,431	30,996	19,291
524	MORAINE VALLEY	57,055	35,471	20,039
527	MORTON	59,562	53,755	22,344
535	OAKTON	66,439	57,028	26,262
505	PARKLAND	50,780	32,610	21,483
515	PRAIRIE STATE	47,034	50,516	20,363
521	REND LAKE	45,297	25,272	20,527
537	RICHLAND	47,384	27,580	16,112
511	ROCK VALLEY	45,359	36,188	21,654
518	SANDBURG	43,678	25,162	16,762
506	SAUK VALLEY	53,045	35,401	19,678
531	SHAWNEE	40,161	25,963	15,952
510	SOUTH SUBURBAN	58,802	50,384	18,203
533	SOUTHEASTERN	42,473	32,074	15,673
534	SPOON RIVER	42,946	24,118	17,088
601	STATE COMM. COLL.	34,754	28,269	19,001
504	TRITON	57,217	44,569	23,632
516	WAUBONSEE	51,232	47,594	22,951
539	WOOD	44,095	28,360	18,509
	AVERAGES	$49,978	$31,764	$22,210

DNA = Data Not Available
-- = Not Available

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1989 TO 1993

Table 26 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Table 27 presents five years' worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 26

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1989 TO 1993*

	FY 1989	FY 1990	FY 1991	FY 1992	FY 1993
Faculty (9 Month)	$36,198	$38,124	$40,434	$42,958	$44,065
Faculty (12 Month)	$33,250	$34,783	$36,381	$37,320	$38,199
Administrators (12 Month)	$41,125	$43,881	$44,925	$49,884	$50,801
Other Professionals (9 Month)	$35,693	$35,466	$39,887	$40,726	$41,782
Other Professionals (12 Month)	$25,033	$27,024	$27,622	$28,492	$29,715

Table 27

STATEWIDE AVERAGE PERCENTAGE INCREASE IN
CONTRACTUAL SALARIES FOR CONTINUING FACULTY, ADMINISTRATORS,
AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1989 TO 1993*

	FY 1989	FY 1990	FY 1991	FY 1992	FY 1993
Faculty (9 Month)	6.2%	6.7%	6.9%	7.1%	5.8%
Faculty (12 Month)	5.4%	6.7%	6.6%	5.8%	4.3%
Administrators (12 Month)	5.9%	6.6%	6.7%	6.4%	5.2%
Other Professionals (9 Month)	6.2%	6.7%	6.0%	7.9%	5.7%
Other Professionals (12 Month)	6.0%	6.7%	7.0%	6.9%	6.3%

*Due principally to extensive negotiations, not all colleges submitted salary survey data for every year reported in this table.

SOURCE OF DATA: Fall 1988 to Fall 1992 ICCB Salary Survey Reports